

# EDI 2023

IMPT Equality, diversity inclusion data  
collection 2023

presented by **Sian Campbell**

Principal Maxillofacial Prosthetist  
Poole Hospital, University Hospitals Dorset





# Why!

In 2022 it was recognised by the IMPT council that we must collect Equality, Diversity and Inclusion data to meet legal obligations with the Equality act 2010.

**The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws**

[www.gov.uk/guidance/equality-act-2010-guidance](https://www.gov.uk/guidance/equality-act-2010-guidance)





## So . . . Who are we?

The Institute of Maxillofacial Prosthetists and Technologists (IMPT) is committed to ensuring true inclusivity and being open to all sections of the community.

At the time of being appointed as EDI Officer in 2022 we had 167 members registered with the IMPT, however that figure alone didn't tell us anything about those members in which we aim to support.



# Current Membership 2023

Member 109

Associate 22

Fellow 13

Overseas Associate 18

Members in Training 18

Retired 09

Honorary 13

**Total: 202**





# Progress

Effective monitoring is an important tool for measuring performance and progress towards equality and diversity goals.

2022

First data collection

56 Responses





# Progress

Effective monitoring is an important tool for measuring performance and progress towards equality and diversity goals.

2022

First data collection

56 Responses



2023

Second data collection

89 Responses





# Progress

Effective monitoring is an important tool for measuring performance and progress towards equality and diversity goals.

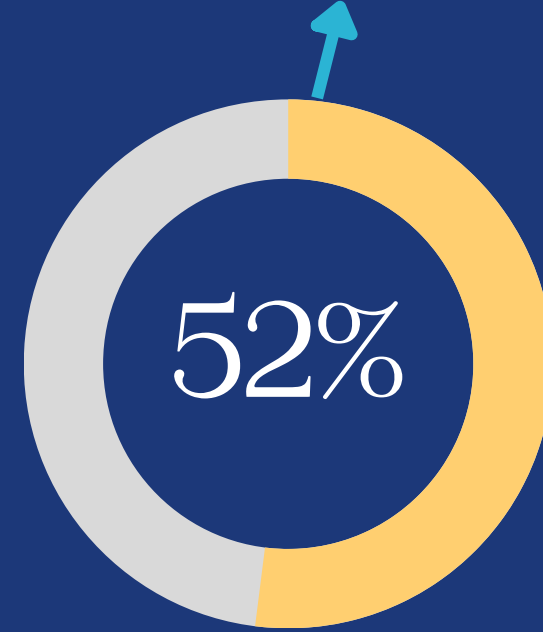




# Gender

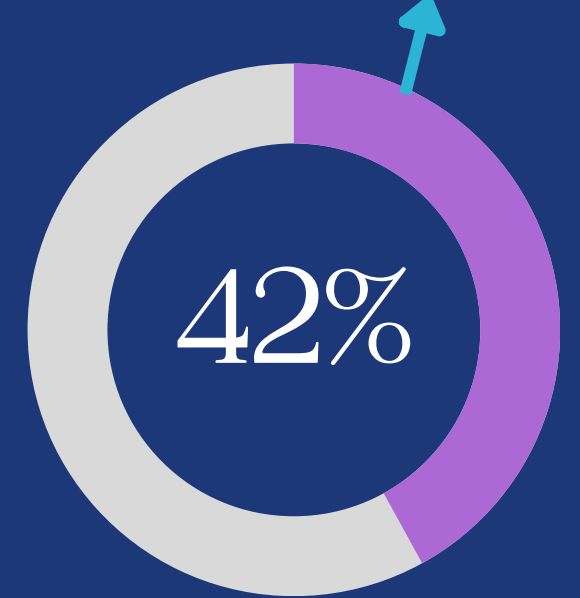


Increased from 45% 2023

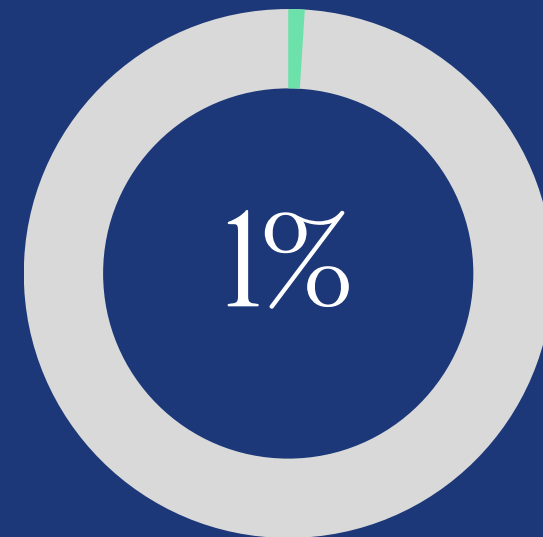


Female

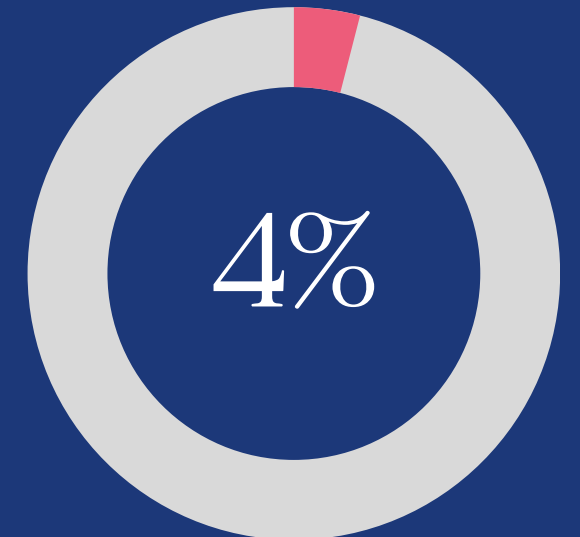
decreased from 50% 2023



Male



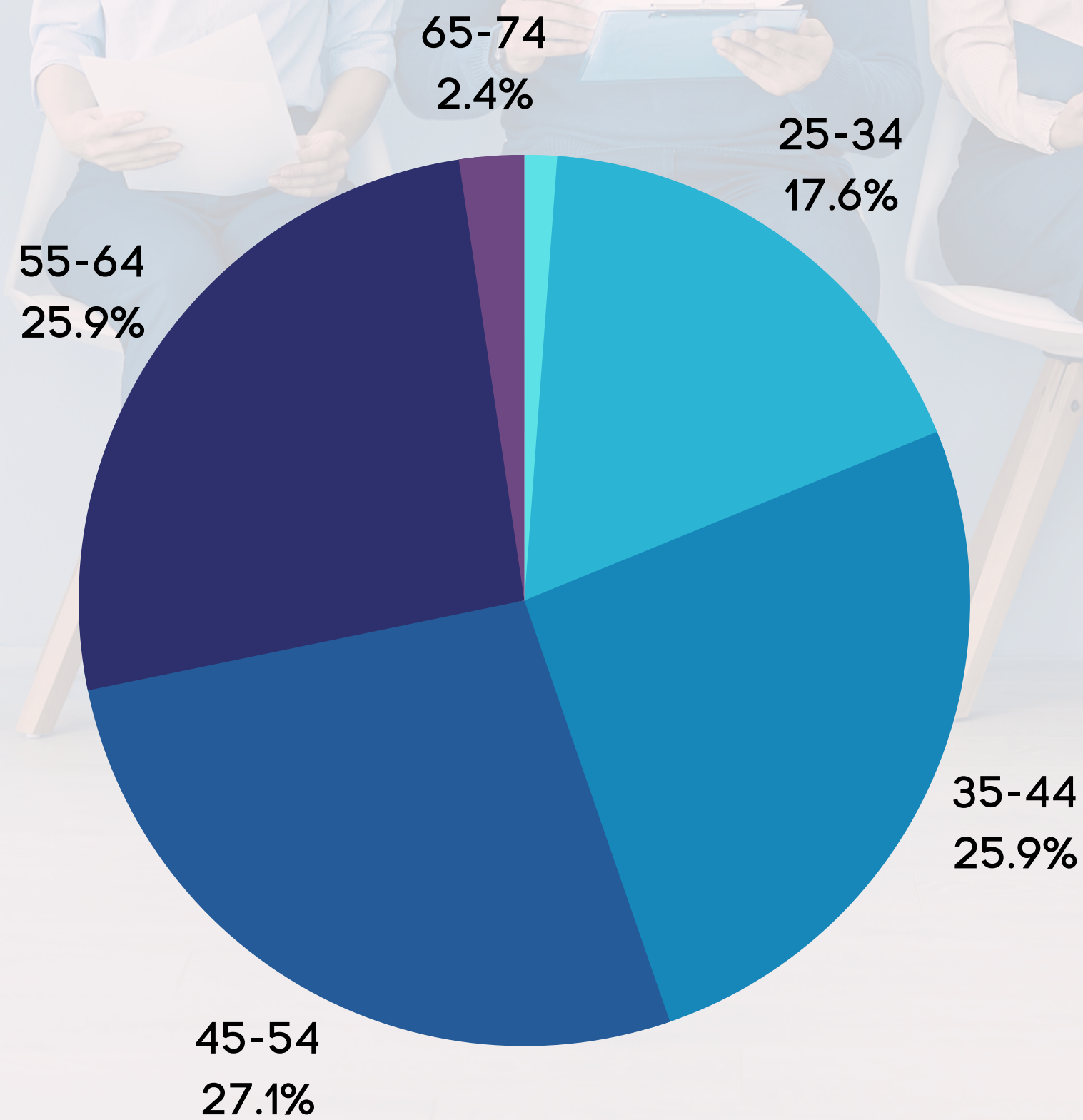
Non binary



Prefer not to say



# Age





# Age



RETIREMENT

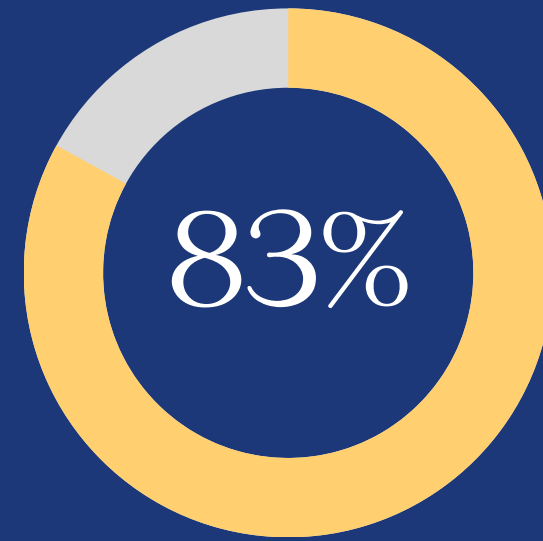
Another topic of discussion over the last decade has been our aging workforce and the reality of the proportion of our membership who will be approaching retirement in the next 5-10 years.

22 of those who responded fit into the 55-64 age category, and some may choose to take early retirement.

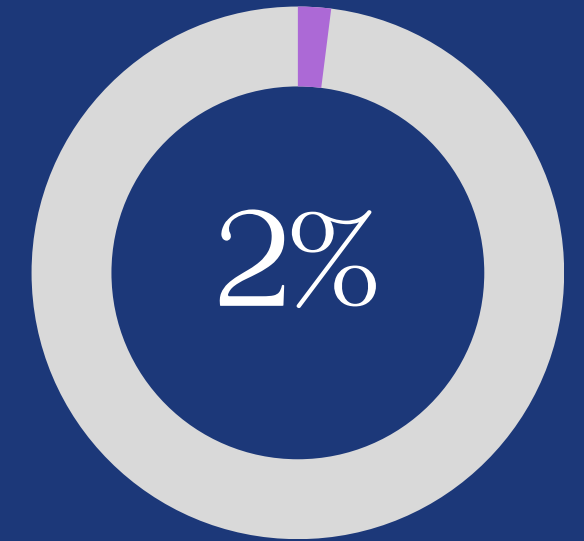
**25.9%** of our membership belongs to this group of people according to this years figures.



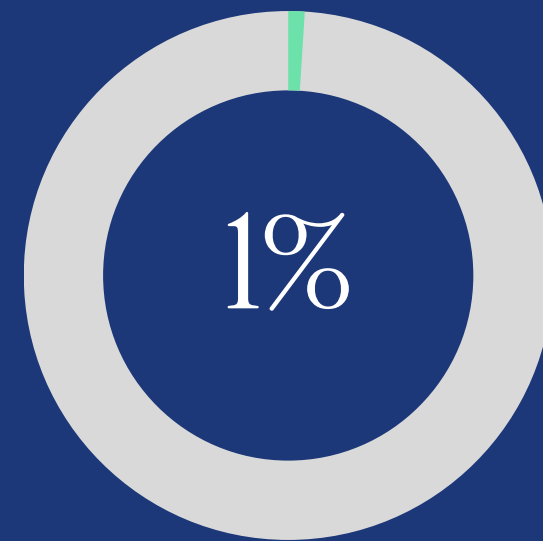
# Sexuality



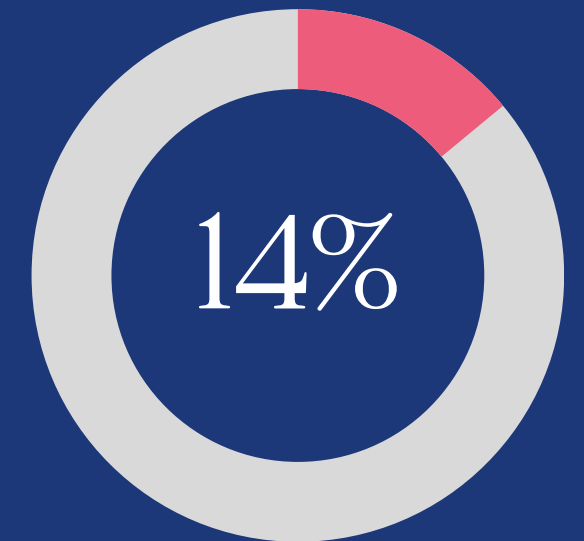
Heterosexual



Homosexual



Bisexual



Prefer not to say

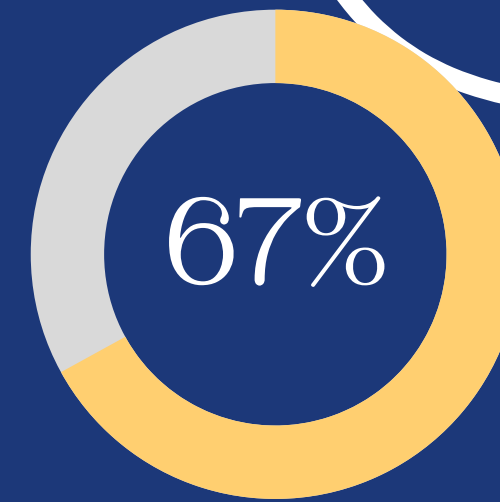




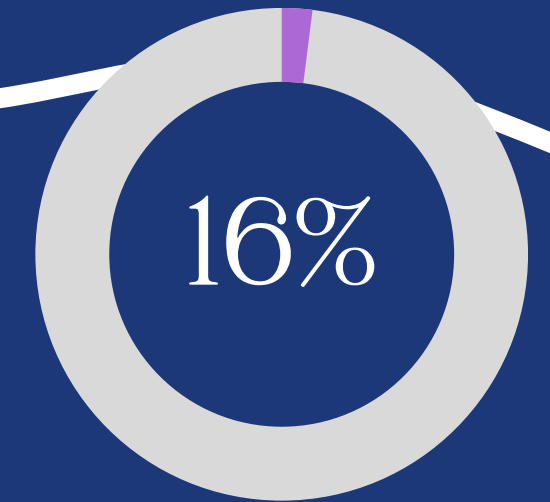
# Ethnic Background



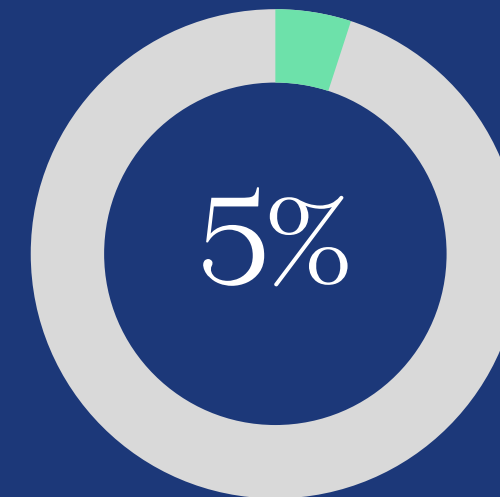
**This may not seem very representative however national figures are not too dissimilar.**



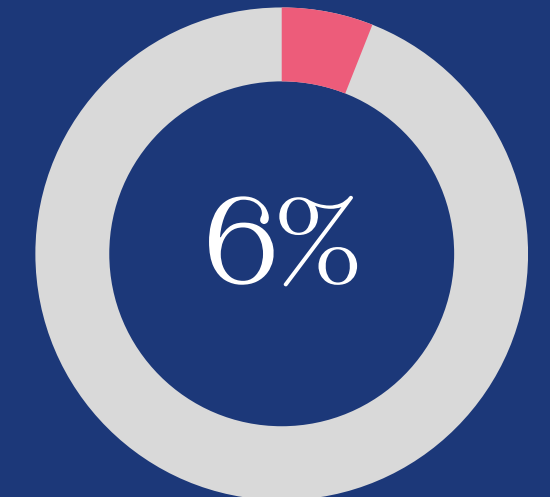
White British



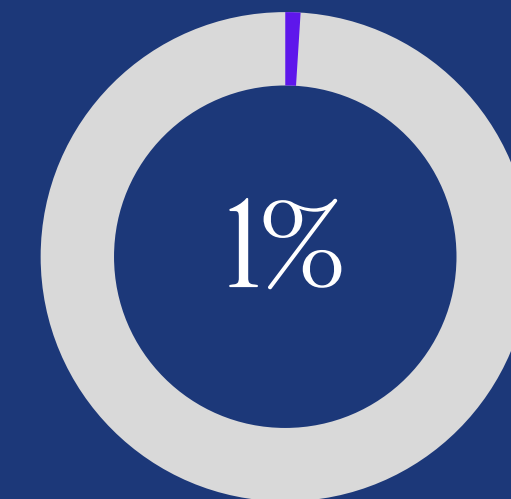
White - Other



Asian - British



Asian - Other



Mixed Race

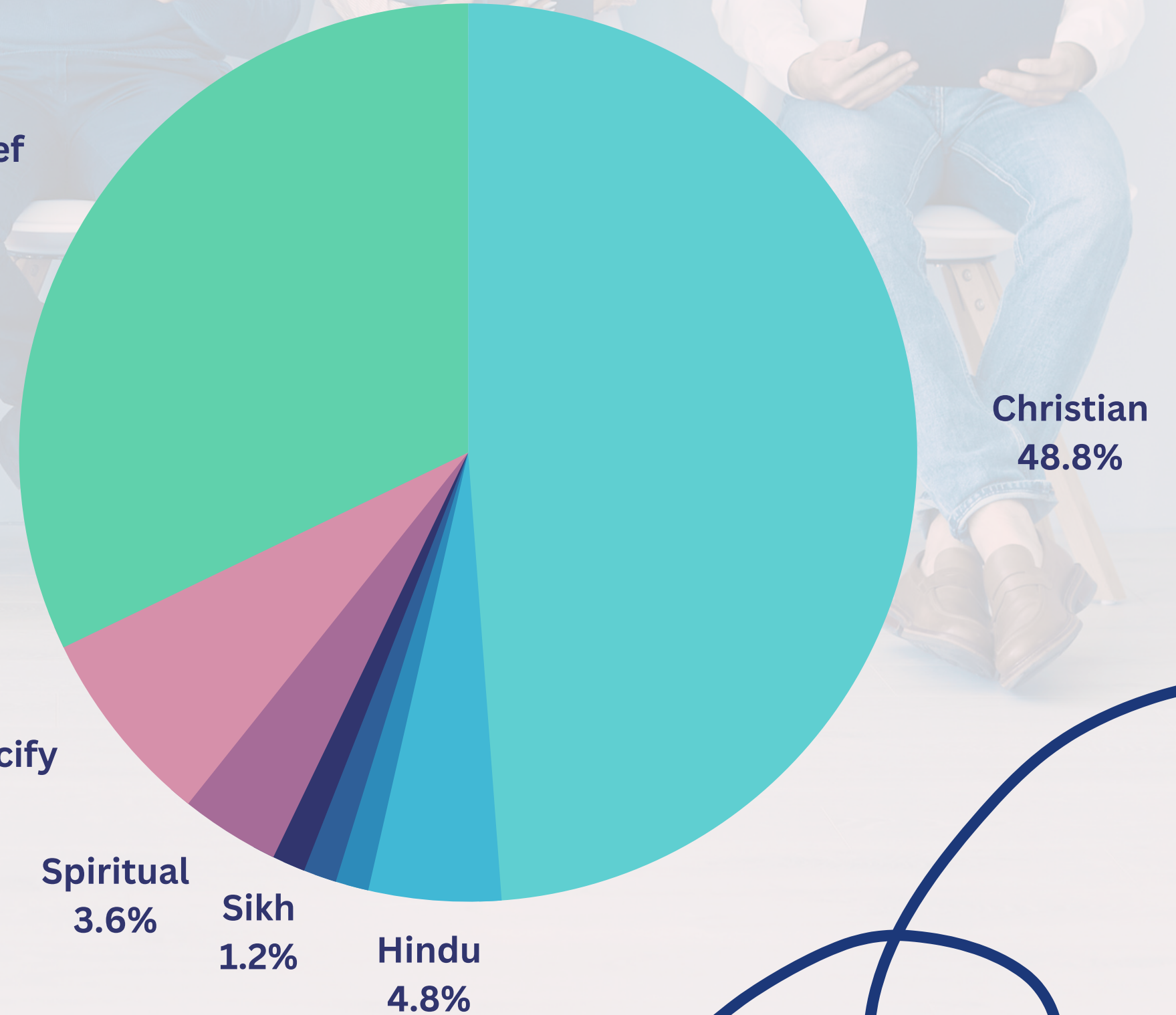
# Religion

**Could this be an opportunity for training of our membership to gain better understanding of other cultures and religions.**

**This could help managers better support staff, but also within our service to provide better support for our patients.**

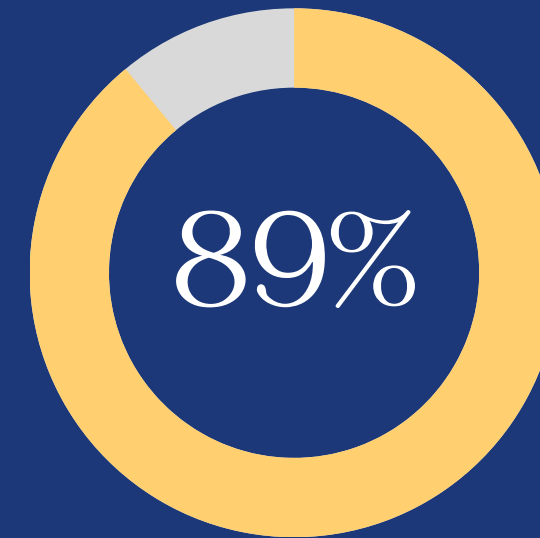
**No religion or strongly held belief  
32.1%**

**I have a religion but prefer not to specify  
7.1%**

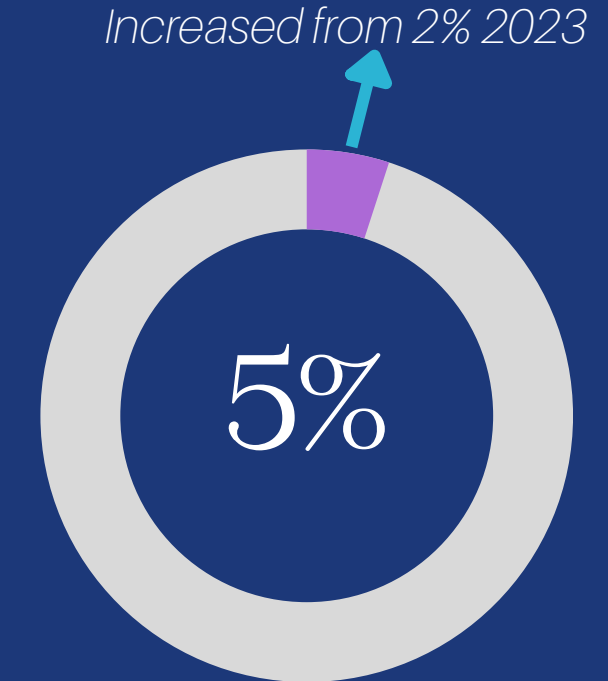




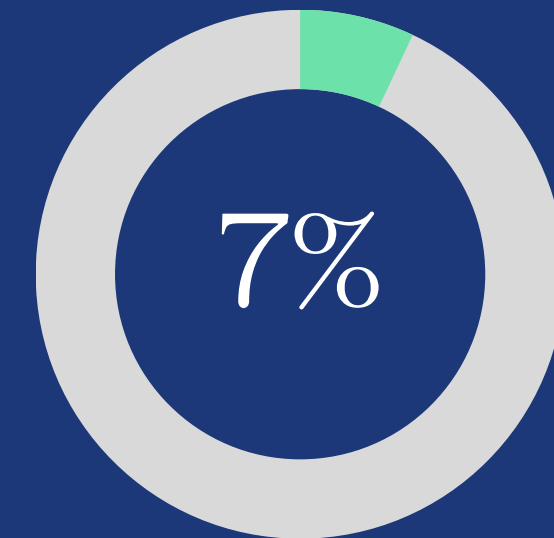
# Disability



No



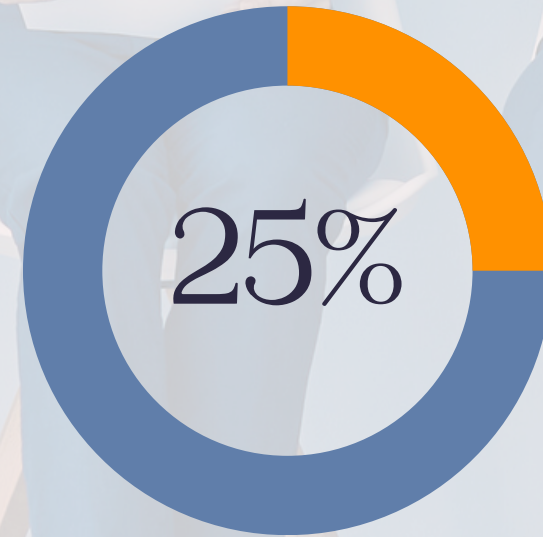
Yes



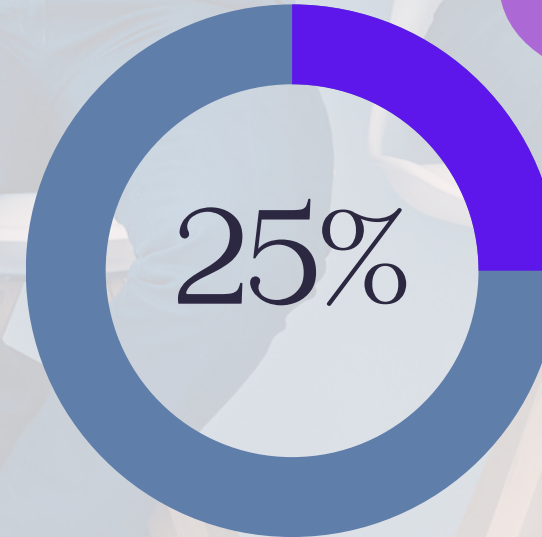
Prefer not to say



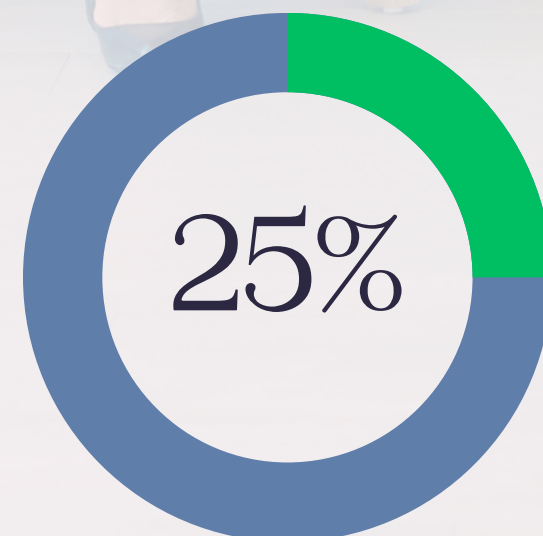
# Disability



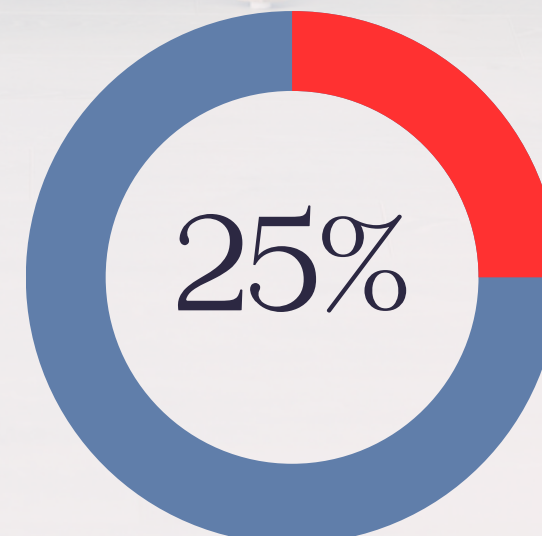
Hearing, speech or visual impairment



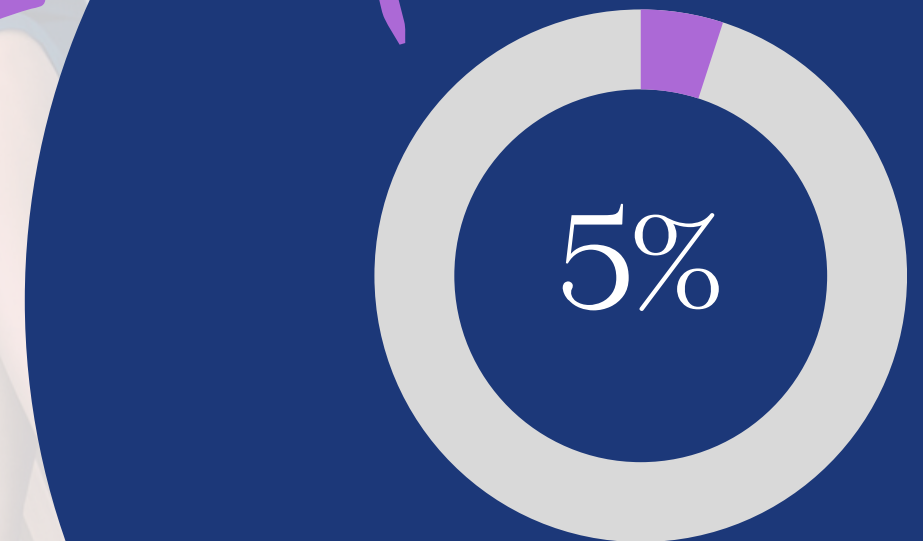
Long term health condition



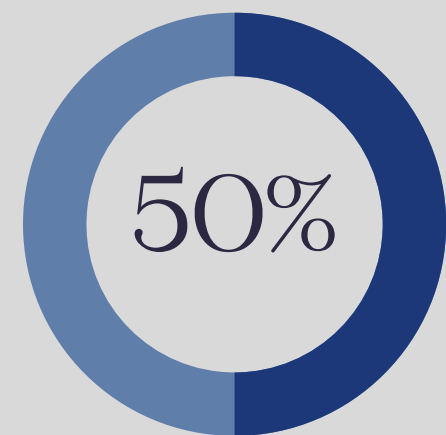
Dyslexia, dyscalculia, dyspraxia or other learning difficulty



Prefer not to say



Yes

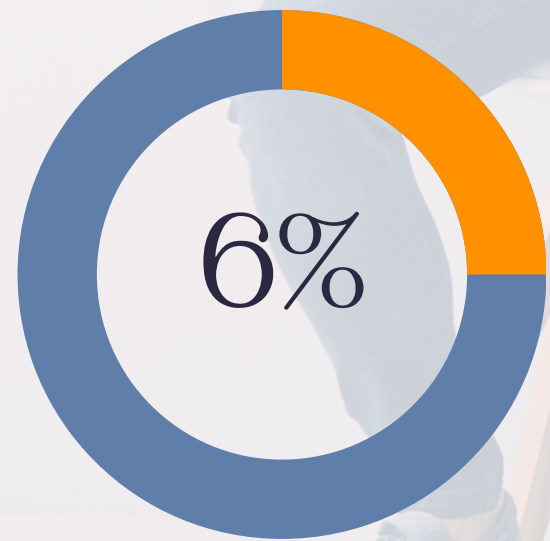


Experience barriers day to day as a result

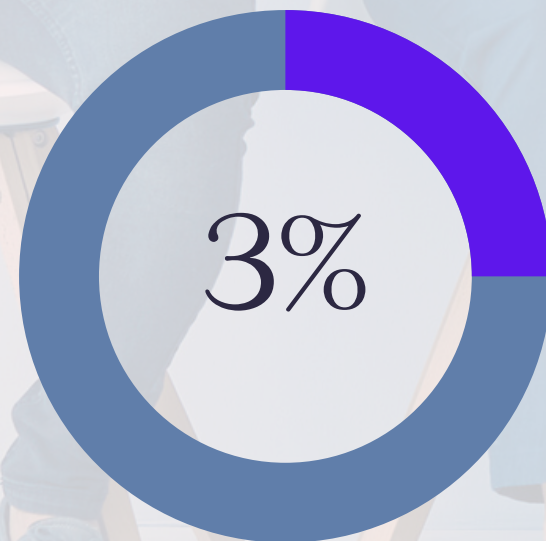


# Disability

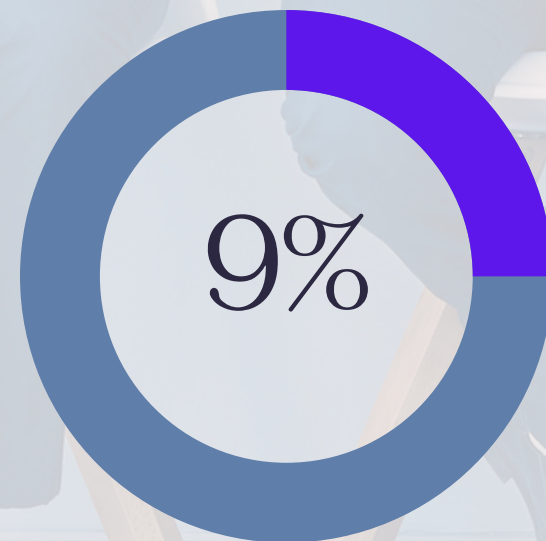
34% of this group went on to disclose that they live with a disability.\*



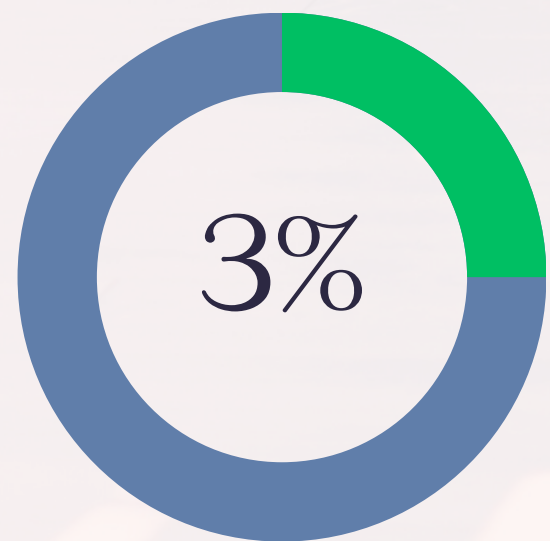
Long term health condition



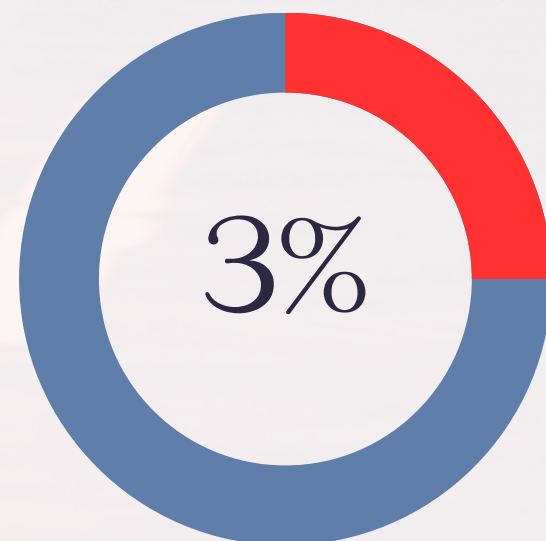
Mobility or Musculoskeletal condition



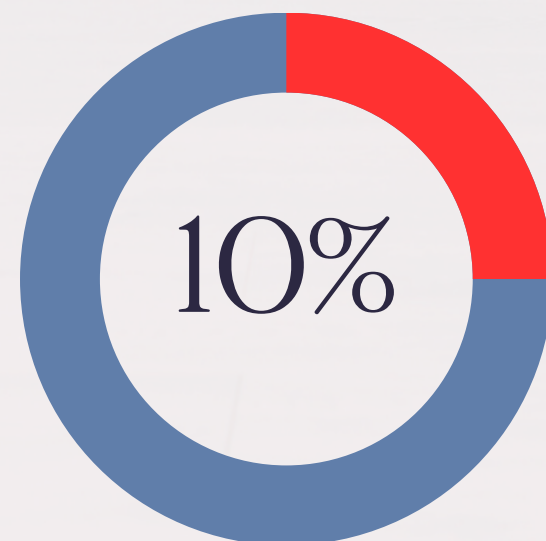
Other



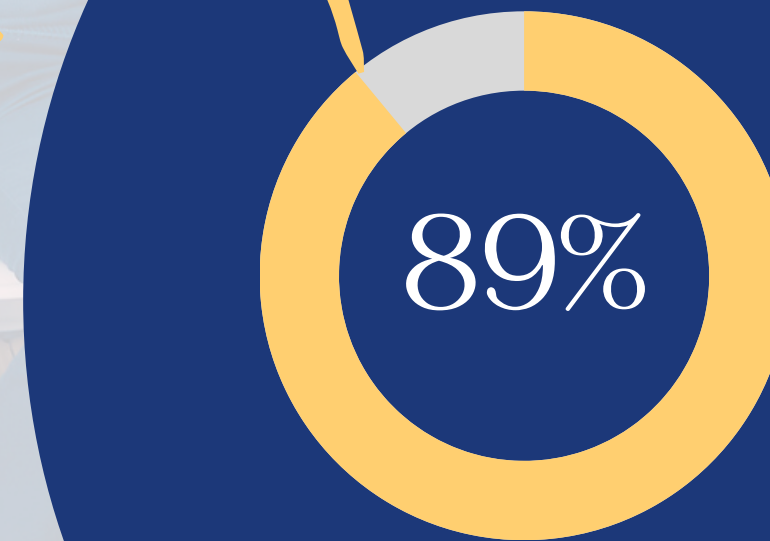
Dyslexia, dyscalculia, dyspraxia or other learning difficulty



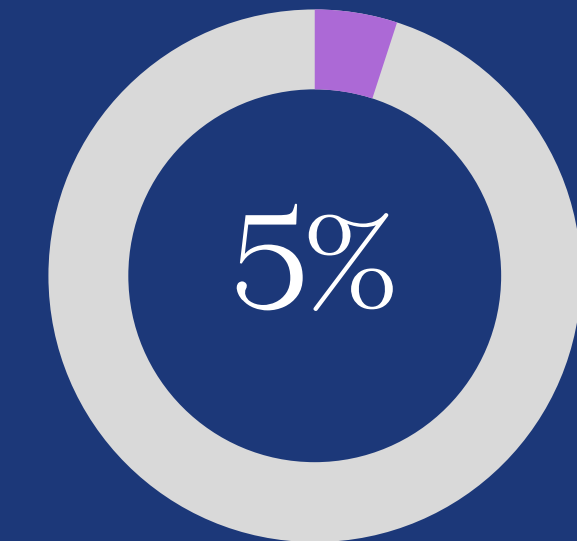
Mental Health condition



Prefer not to say



No



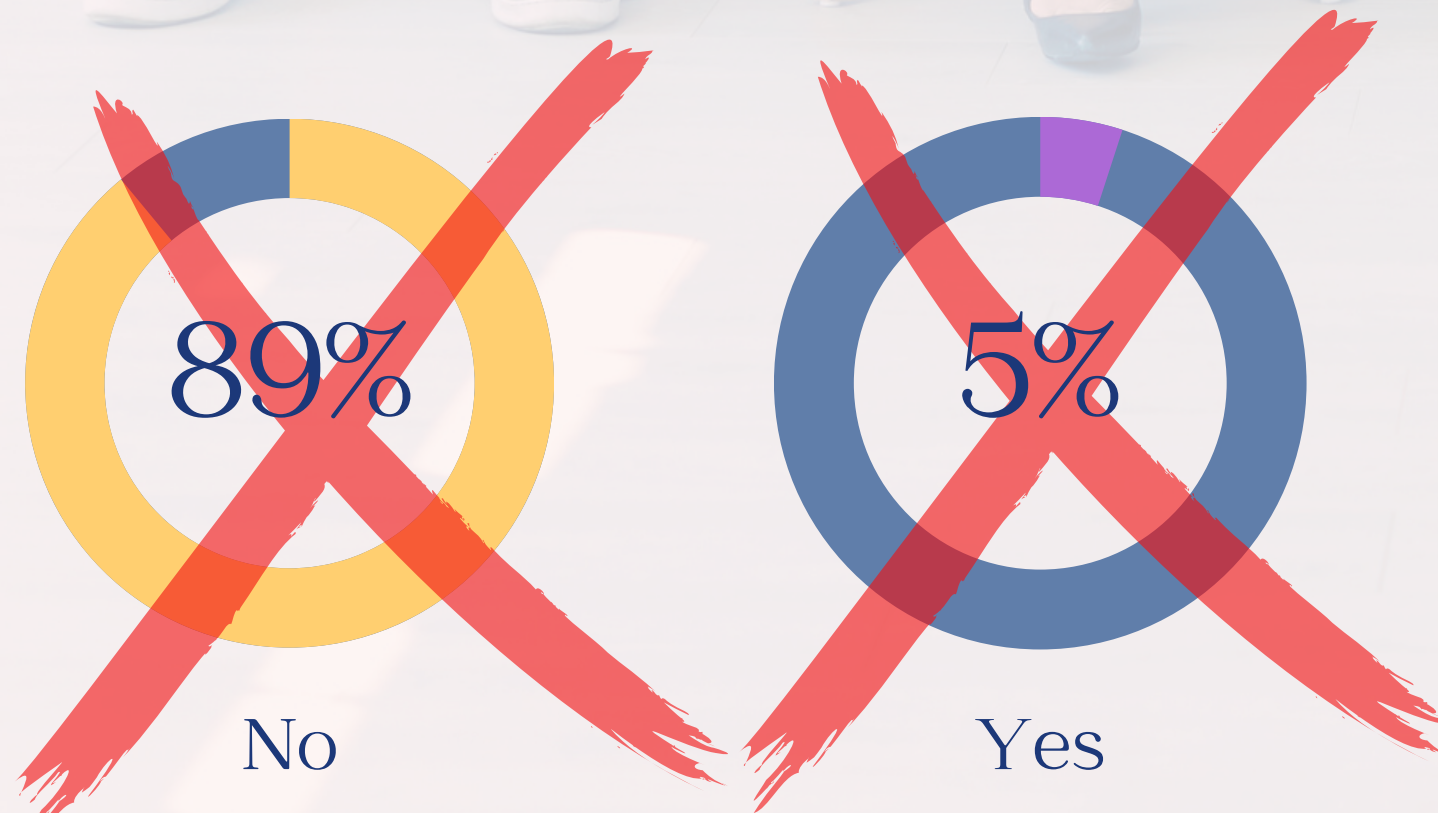
Yes



# Disability

## But what is a disability\*?

The definition is set out in section 6 of the Equality Act 2010. It says you're disabled if: you have a physical or mental impairment.

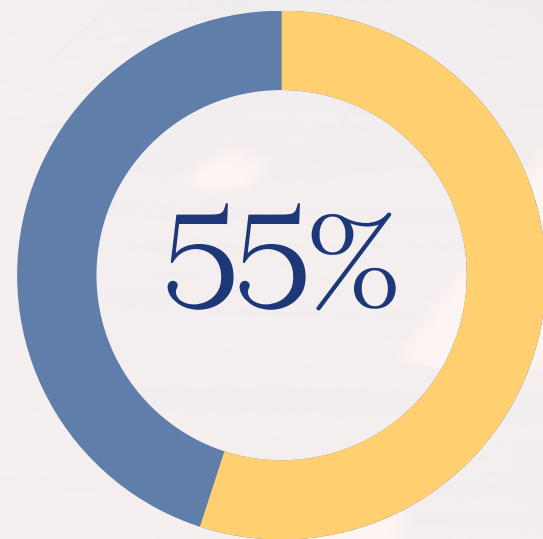




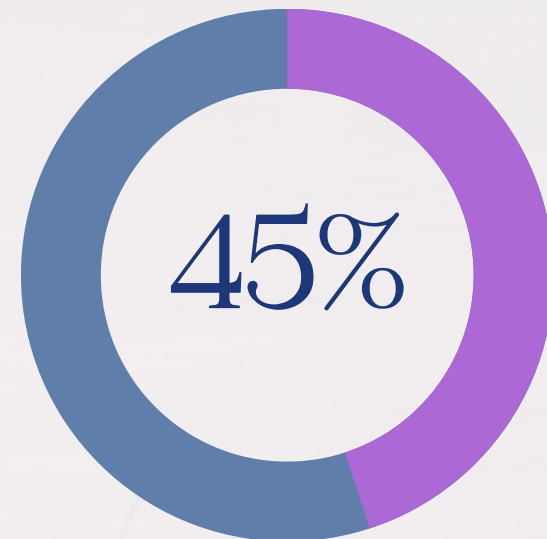
# Disability

## But what is a disability\*?

The definition is set out in section 6 of the Equality Act 2010. It says you're disabled if: you have a physical or mental impairment.



No



Yes

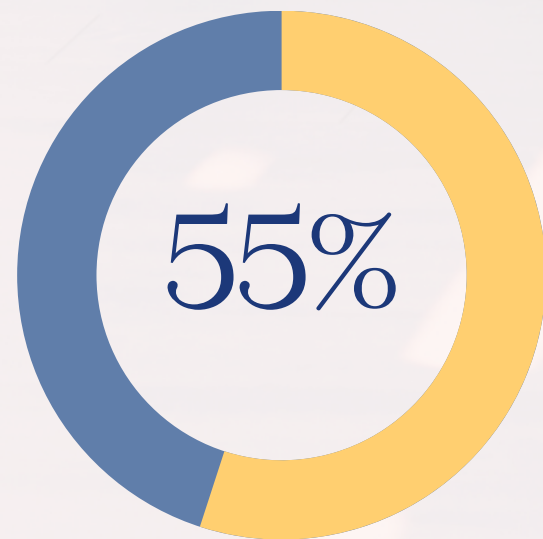




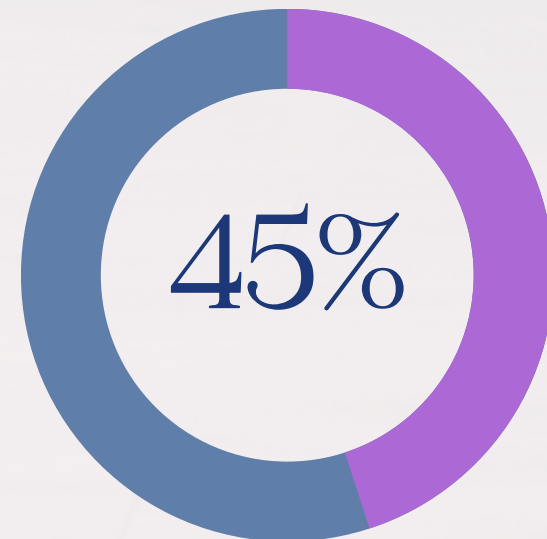
# Disability

**Should we be better at identifying and supporting those members with disabilities?**

**Another opportunity for training and educating our membership?**



No

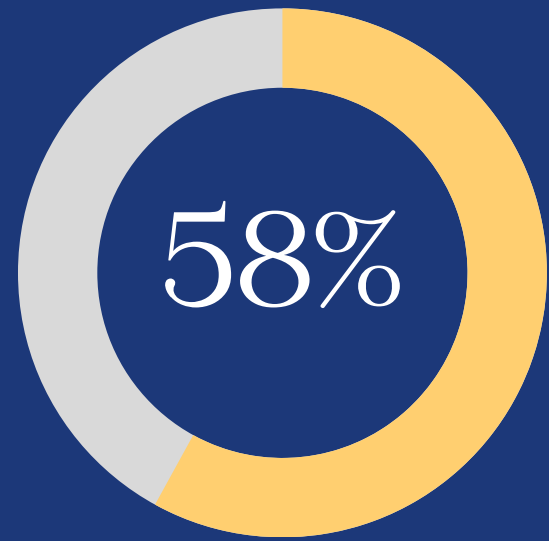


Yes

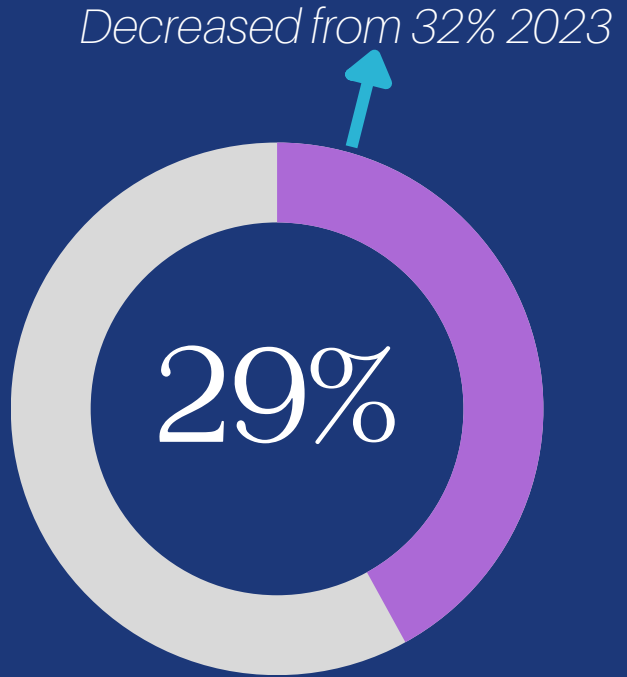




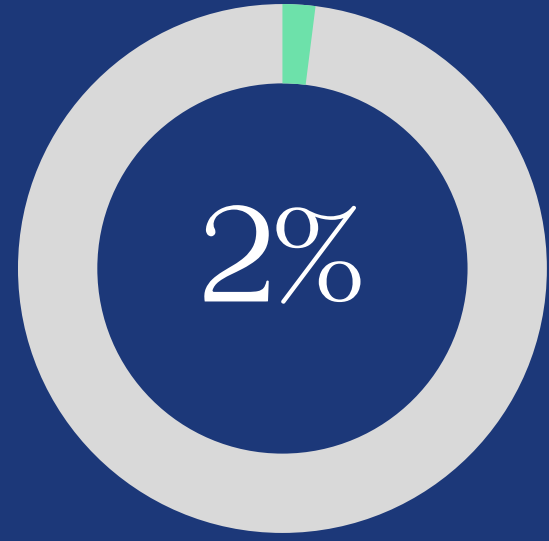
# Caring Responsibilities



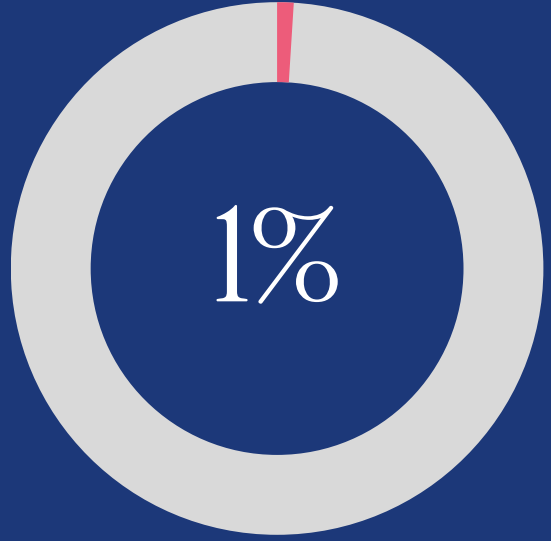
None



Primary carer of child

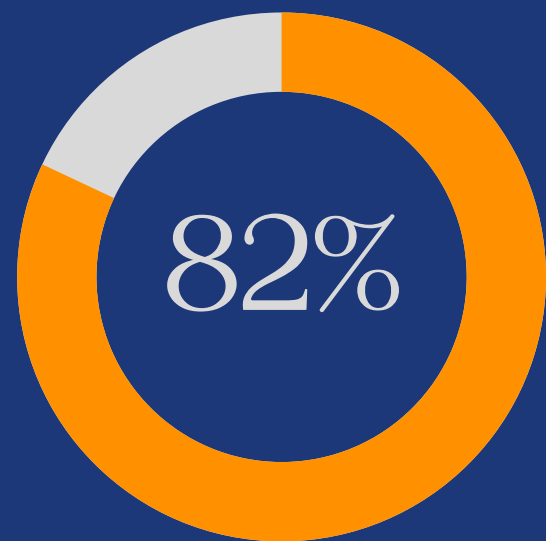


Primary carer of disabled child

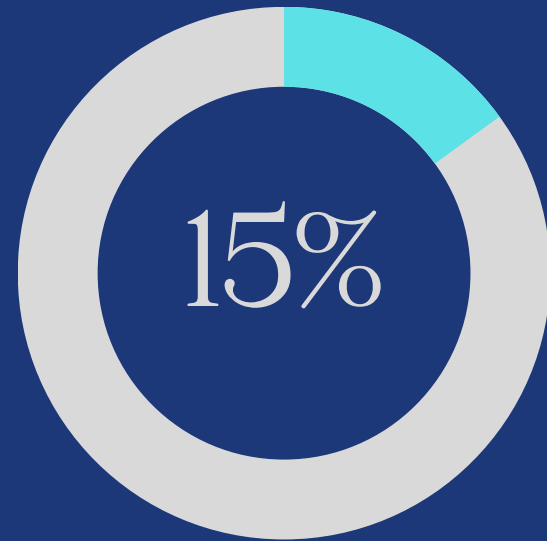


Secondary carer of child

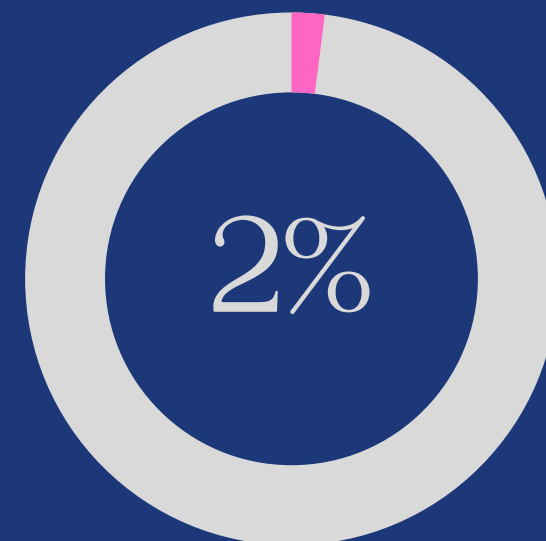
# Working Patterns



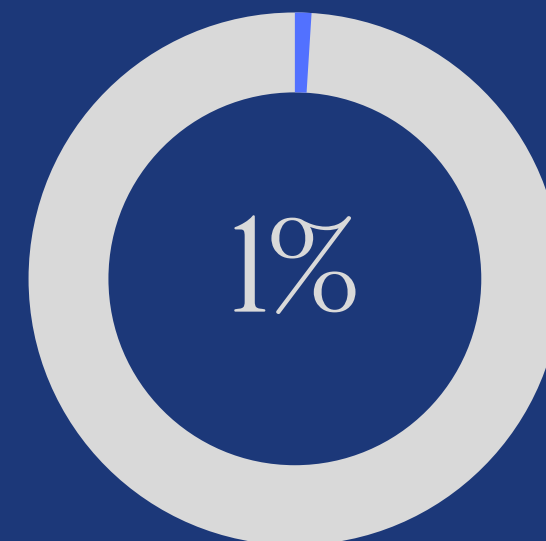
Full time



Part time



Retired/Unemployed



Prefer not to say

## Flexible working

**43%**



*Increased from 30% 2023*

**All those who responded have a flexible working arrangement.**

**71%**

**Of those who have flexible working arrangements are full time.**



# Caring Responsibilities

Gender

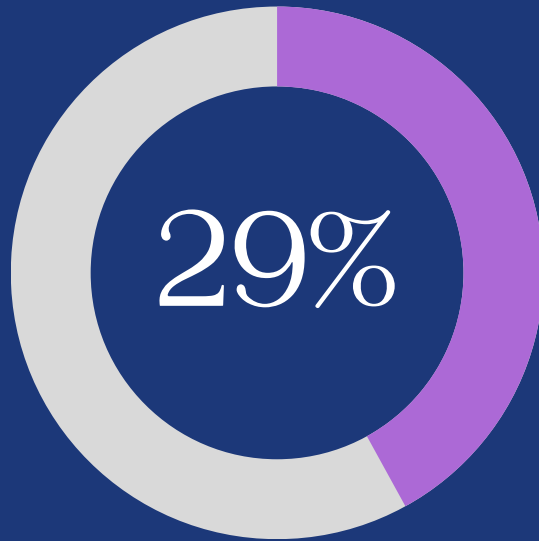


Women

Men

23%

6%

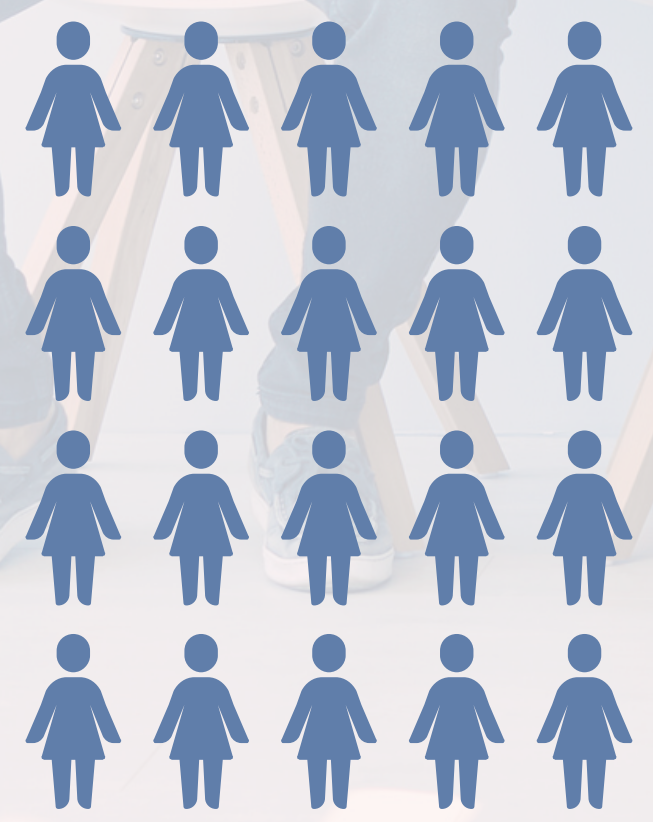


Primary carer of child



# Caring Responsibilities

Gender



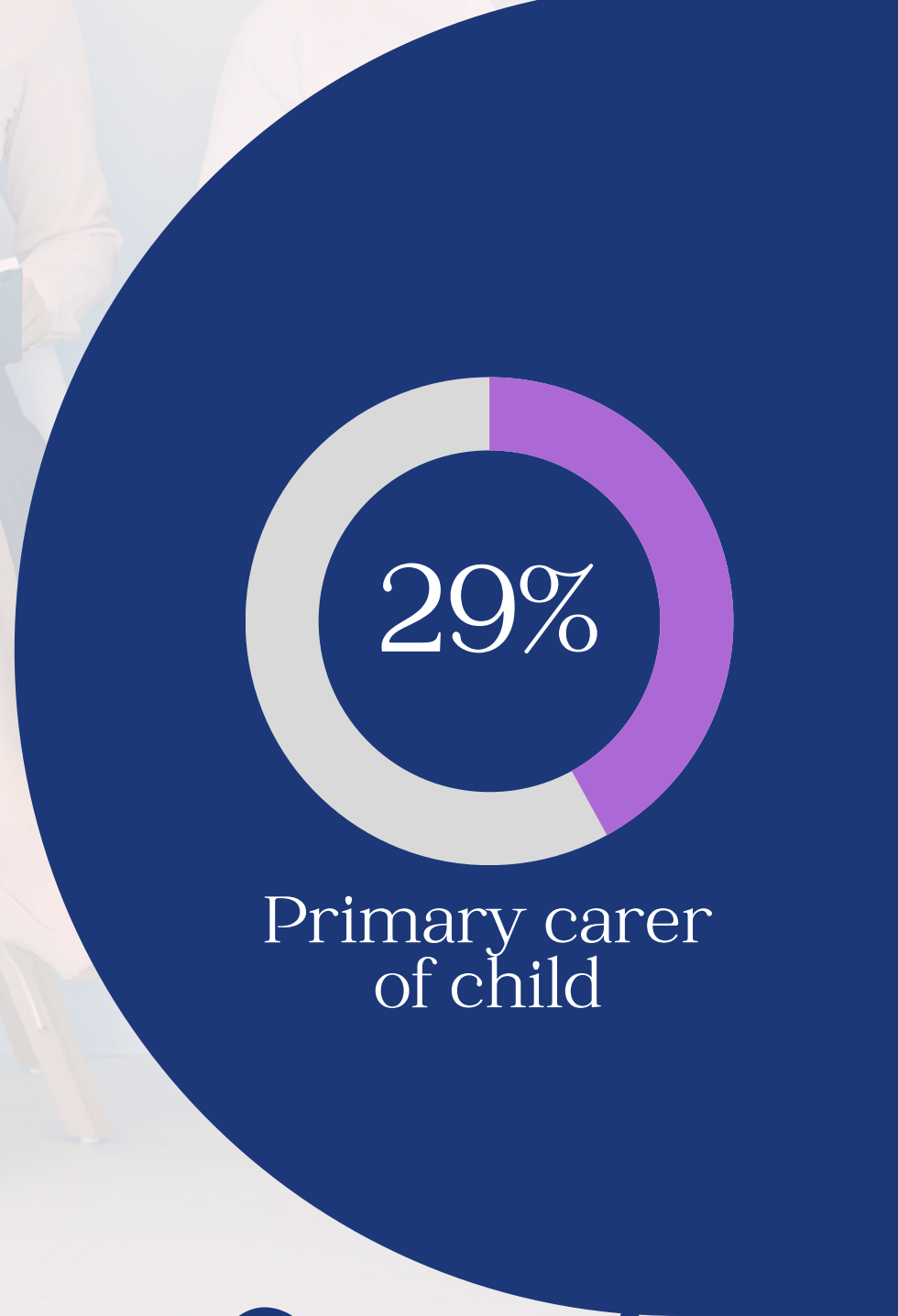
Women

23%



Men

6%



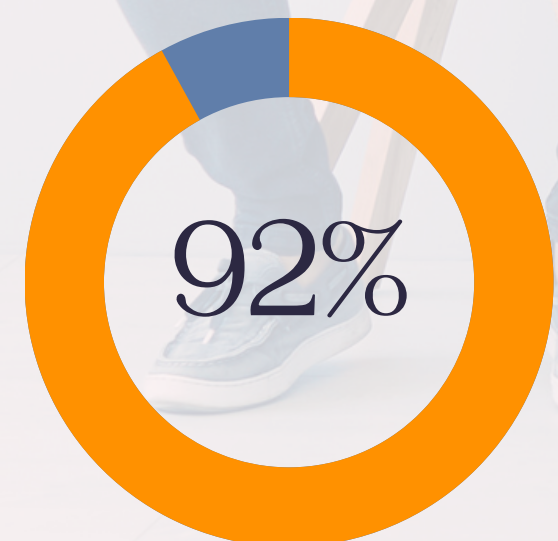
Primary carer of child

Are we providing sufficient support and guidance to this group?

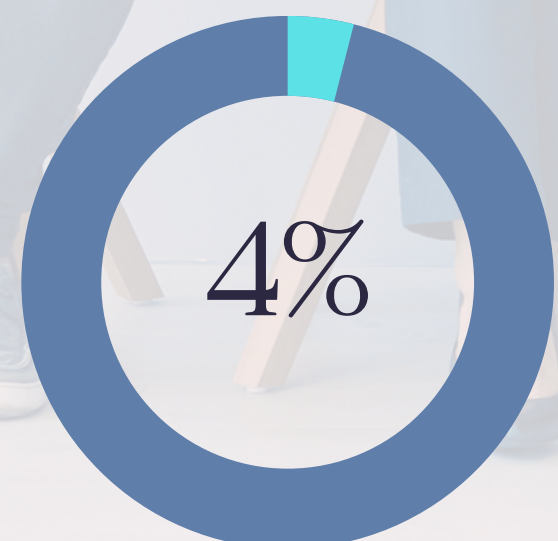


# Caring Responsibilities

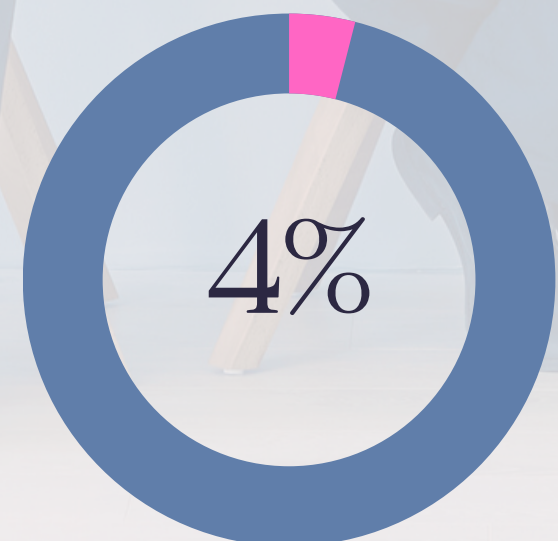
## Working patterns



Full time

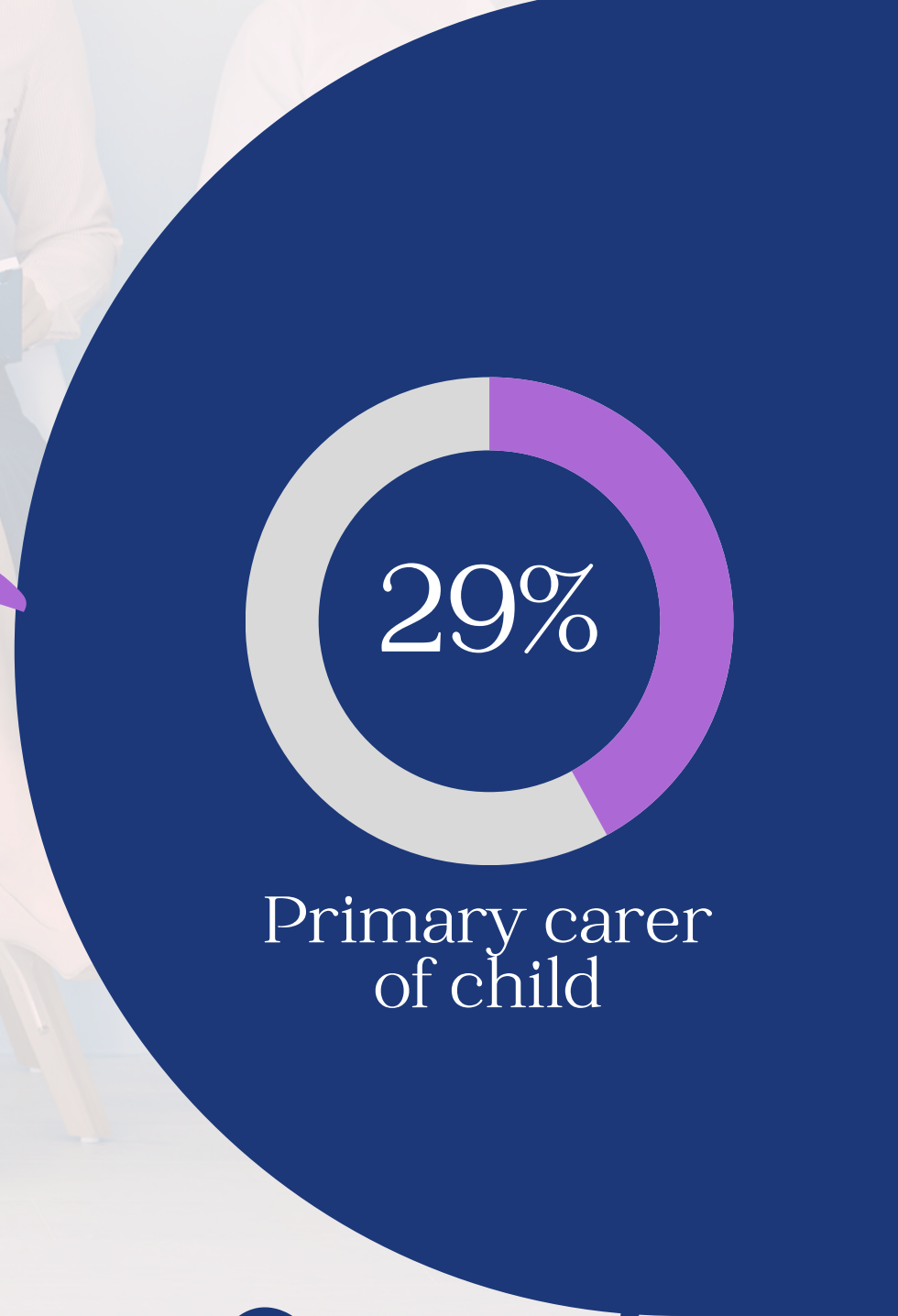


Part time



Unemployed

**18 out of 24** people have a flexible working arrangement though.

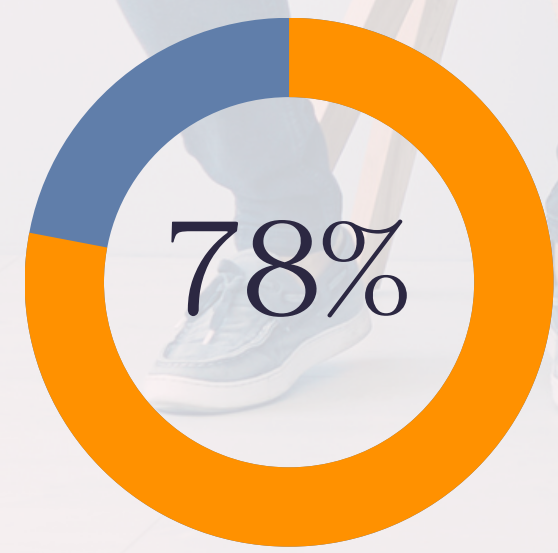


Primary carer of child

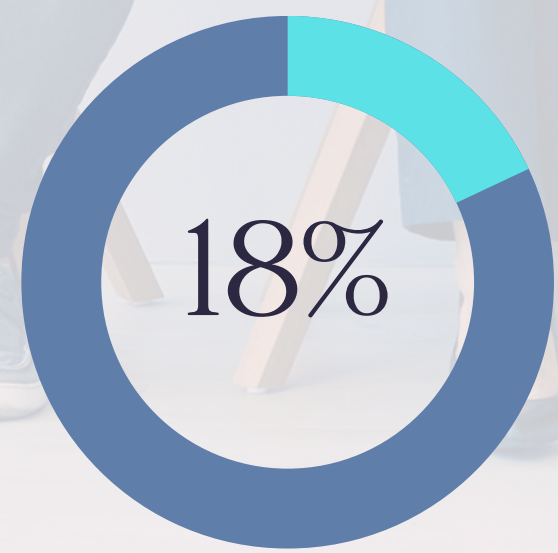


# Caring Responsibilities

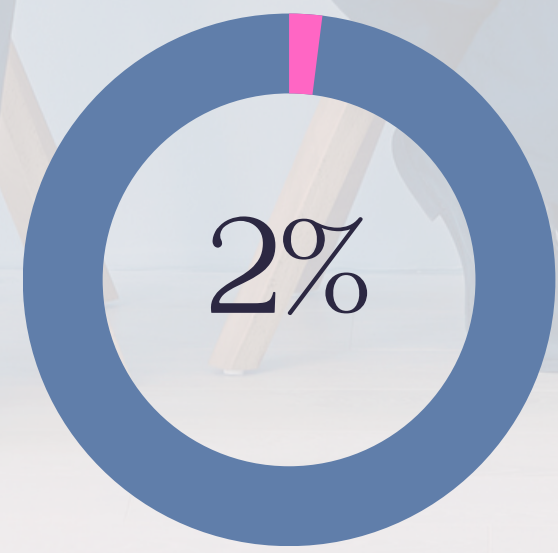
Working patterns



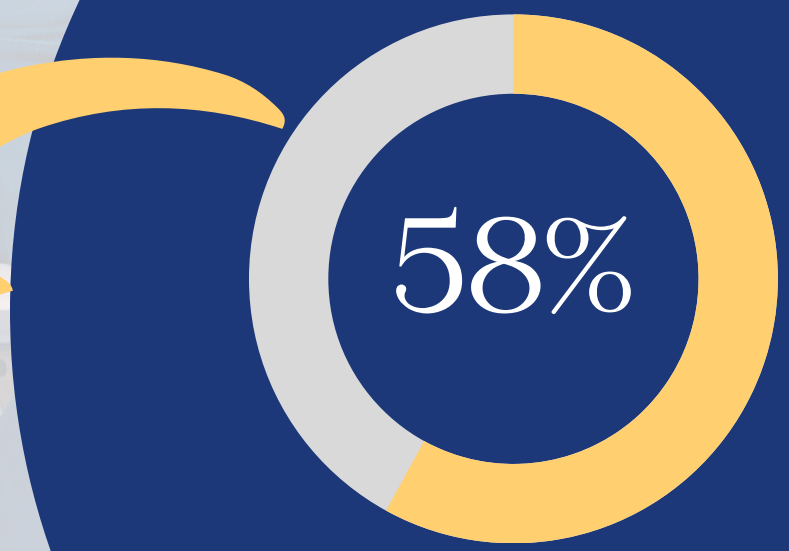
Full time



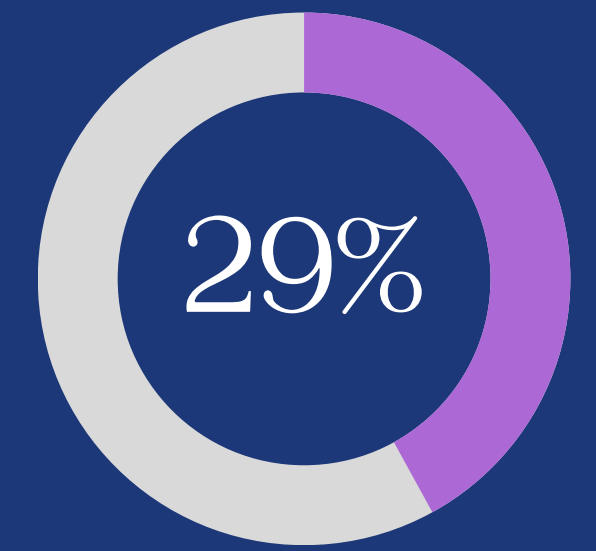
Part time



Retired



None



Primary carer of child

24 out of 52 people have a flexible working arrangement too.



## Flexible working

**43%**

**All those who responded have a flexible working arrangement.**

**71%**

**Of those who have flexible working arrangements are full time.**

- Working the same full time hours per week but adjust start and finish times to work around other obligations e.g. childcare.
- Helps individuals manage work-life responsibilities better while reducing stress.
- ALL employees have a legal right to request flexible working hours . . .From day one!

## Reduced hours

- Reduced hours can actually mean that staff work more efficiently and there is reduced absenteeism due to sickness and other necessary tasks.
- Evidence suggests productivity begins to decline beyond 35 hours per week.
- Working fewer hours often means there is a shift in mindset from hours worked to productivity.





**Representative workforce**

**Equal opportunities**

**Work life balance**

**Gender equality**

**Staff well being**

**Supported**

**Diverse workforce**

**Staff retention**

**Inclusive workforce**

**Flexible working**





# Now what?



- The information will be stored by the IMPT Equality and Diversity Officer and will enable the IMPT to monitor the effectiveness of achieving our equal opportunities objectives and meet our legal obligations under the Equality Act 2010.
- We will continue to collect this data on a yearly basis as part of the membership renewal process to comply with our legal responsibilities.
- Effective monitoring is an important tool for measuring the IMPT's performance and progress towards equality and diversity and in ensuring a truly inclusive working environment.
- An Equality, Diversity and Inclusion Policy is in the process of being written which will be made available on our website.

[www.impt.co.uk](http://www.impt.co.uk)





# EDI 2023

IMPT Equality, diversity inclusion data  
collection 2023

## Thank you

Many thanks to everyone who took the time to  
completed this years EDI questionnaire.

For those who haven't done so yet, please scan  
the QR code to contribute to our figures.



presented by **Sian Campbell**

Principal Maxillofacial Prosthetist  
Poole Hospital, University Hospitals Dorset